

# **Job Description Gender Equality Advisor Embassy of Ireland Dar es Salaam**

## **Introduction**

The Embassy of Ireland in Tanzania manages a programme of development cooperation in partnership with the Government of Tanzania, multilateral, international research institutions and non-governmental partners. This programme is known publically as Irish Aid. Development cooperation is an integral part of Ireland's foreign policy and central to the Embassy's mandate in Tanzania.

Ireland's strong commitment to gender equality and women's empowerment is reflected in its foreign policy framework outlined in *The Global Island*, its development cooperation policy, *One World, One Future*, and in the *National Action Plan for the Implementation of 1325*. In addition to *One World One Future* and the associated Framework for Action, Irish Aid's approach to gender equality is also informed by the Irish Aid Gender Equality Policy (2004) and the Review of the Irish Aid Gender Equality Policy (2010).

The Embassy is designing a new five year strategy which will commence in January 2017 and has a central focus on the empowerment of women and girls in all aspects of the Embassy's work. The programme will have at its centre a recognition of women's agency, the importance of political representation, economic empowerment and the need to tackle gender based violence through specific measures and focus of maternal and child health and reproductive rights. In the new strategy, women and girls are explicitly recognised as the core target group.

The programme will support specific measures for women's empowerment in economic and political arenas and will focus on tackling gender-based violence. The programme will also support a mainstreaming strategy to ensure that women and girls directly benefit from Irish Aid's investment across the sectors where we work.

The approach centres on (i) identifying, appraising and working with partners who can deliver on women's economic and political empowerment and tackle violence against women (ii) seeking allies and working jointly with government and other stakeholders on promoting gender equality (iii) identifying entrypoints in political dialogue and other Embassy initiatives where gender equality issues can be profiled (iv) proactively seeking public diplomacy opportunities to promote Ireland's values on

gender equality and the rights of women and girls (v) working closely with colleagues to strengthen internal capacity for effective gender-sensitive policy development and programming.

### **Summary of Role**

The Embassy is seeking to recruit a highly motivated and experienced Gender Equality Advisor to join its Development Team. The successful candidate will have the opportunity to shape and influence the programme design as we finalise the strategy in the coming months. S/he will be responsible for coordinating the development and implementation of the gender thematic programmes in line with the Embassy strategy and Irish Aid's policy priorities set out in One World One Future and the Framework for Action. S/he will also provide technical and methodological support to Irish Aid's programmes in relation to advancing gender equality and equity programmes. S/he will actively contribute to define strategies advancing gender work across the programme. S/he will be responsible for identifying appropriate research, developing partnership, alliance building and advocacy initiatives. S/he shall provide leadership in cross-learning and knowledge generation for thematic alignment in relation to Irish Aids gender strategic priorities. An immediate priority will be the design of a programme approach to addressing GBV. Specifically s/he will be responsible for:

- The design and management of a suite of interventions in line with the overall programme goal and objectives that contributes to specific gender equity results
- The provision of strategic input and advice to enable gender equality and women's empowerment to be mainstreamed across the Embassy's work.
- Developing with the Embassy team, specified gender results including associated targets and indicators
- The management of partnerships which deliver specific measures, especially in the area of gender based violence
- Undertaking relevant research and analysis that informs gender sensitive programming
- Undertaking an initial assessment of internal capacity gaps/ needs within the Development team and identify areas that can be practically worked on to enhance capacity and gender equity results
- Work closely with the political/governance team in the Embassy to identify opportunities to promote Ireland's values on gender equality and human rights, especially in relation to women and girls
- Engage with the communications working group to ensure public communications and public diplomacy reflect Ireland's strong commitment to gender equality and the rights of women and girls

## Qualifications, skills and experience

The suitable candidate will be expected to have the following qualification experience and skills:

- Minimum: Masters level degree in Political Science, Development Studies, Gender Studies, or relevant field and/or equivalent practical experience.
- A minimum of 10 years' experience with a minimum of four years relevant work experience managing a gender portfolio. Understanding and experience in relation to programming that successfully addresses Gender Based Violence is highly desirable
- Knowledge and understanding of the institutional, legal and policy frameworks at national and local level that impact on the status of women in Tanzania
- Experience in project cycle appraisal, management and monitoring
- An influential communicator, with excellent written and verbal skills in English and Kiswahili desirable
- Evidence of good analytical and problem solving skills
- Ability to network effectively, with the ability to develop a wide range of relevant contacts
- Comfortable working within a multi-disciplinary, multi-cultural team

## Performance management

The Embassy of Ireland operates a Performance Management Development System (PMDS) based on that used in the Irish Civil Service. Staff members agree, with their manager, goals, key tasks and targets aligned to an annual business plan. Performance is reviewed mid-year and at year-end. The PMDS also includes agreed on-going professional development actions.

## Outline Terms and Conditions:

- This position will be offered on a three-year renewable basis. A six month probationary period will apply.
- The annual salary for this position will be TZS 88,303,839.
- The Embassy offers an employee health benefits scheme.
- There are 24 days annual leave.

## Application

Interested candidates should forward (i) a cover letter outlining their suitability for this post and their interests / motivations in working for Irish Aid / The Embassy of Ireland. (ii) a sample of written work (maximum 5 pages) and (iii) their most recent Curriculum Vitae and contact details to [stephen.simbila@dfa.ie](mailto:stephen.simbila@dfa.ie) by **29 July 2016 outlining their availability for a preliminary interview.**

*“By submitting information electronically, parties accept that data may not be fully secure. Parties may alternatively deliver their applications to the Embassy of Ireland by hand. Envelopes should be clearly marked “Application for the Gender Equality Advisor position” or send their applications by courier to: Embassy of Ireland, 353 Toure Drive, Masaki. P O Box 9612, Dar-es-Salaam, Tanzania.*

*Any personal information submitted to us will only be used for its intended purposes and will be destroyed when no longer needed. Any other processing or disclosure of personal data is not allowed other than in the exceptional circumstances provided for under the Data Protection Acts.”*

- The Irish Embassy in Tanzania is an equal opportunities employer.
- Only shortlisted candidates will be contacted.